

Sustainability Management at Fujitsu

Corporate Executive Officer
EVP, CSO (Chief Sustainability Officer)
Fujitsu Limited

Yumiko Kajiwara



Our Purpose

Make the world more sustainable by building trust in society through innovation.

Fujitsu Way



The Fujitsu Way demonstrates the principles on which all Fujitsu people around the world make their decisions and take actions.

The Fujitsu Way comprises three parts:
"Our Purpose", "Our Values" and "Code of Conduct".

"**Our Purpose**" indicates why Fujitsu exists in society.
"**Our Values**" are the important sense of value each person should have.
"**Code of Conduct**" is what we should comply.

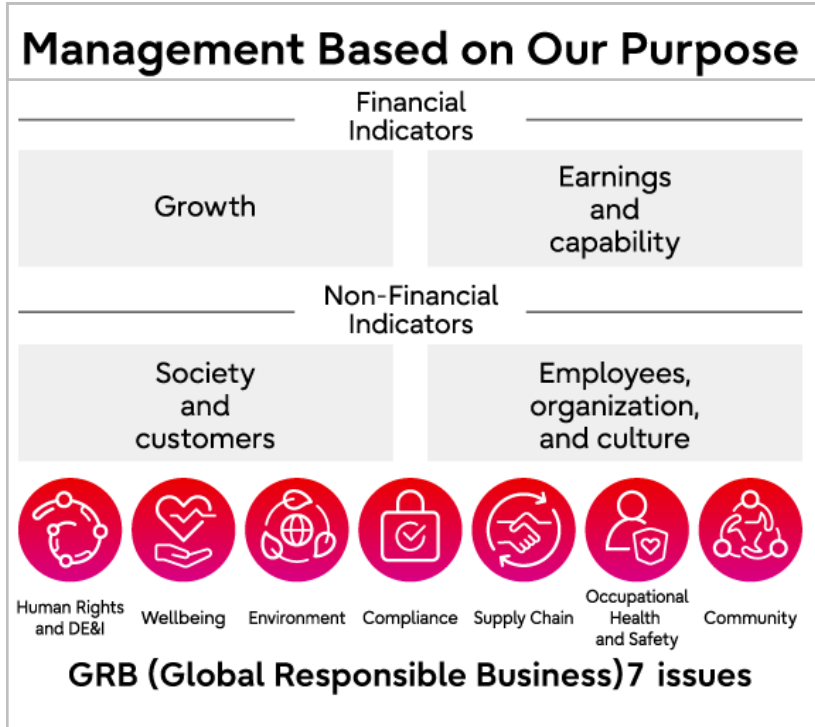
Our purpose is to make the world more sustainable by building trust in society through innovation. In order to realize the purpose, the "Values" indicate a critical action cycle consisting of 'Aspiration', 'Trust' and 'Empathy'. As a member of society, we must comply with the "Code of Conduct".

We, as a team, an organization and also individuals, will deliver Fujitsu's value to our customers and society.

Sustainability Management in the Fujitsu Group



- To realize Our Purpose, we set management goals for financial and non-financial frameworks



Stable contributions over the long term



Creation of growth opportunities



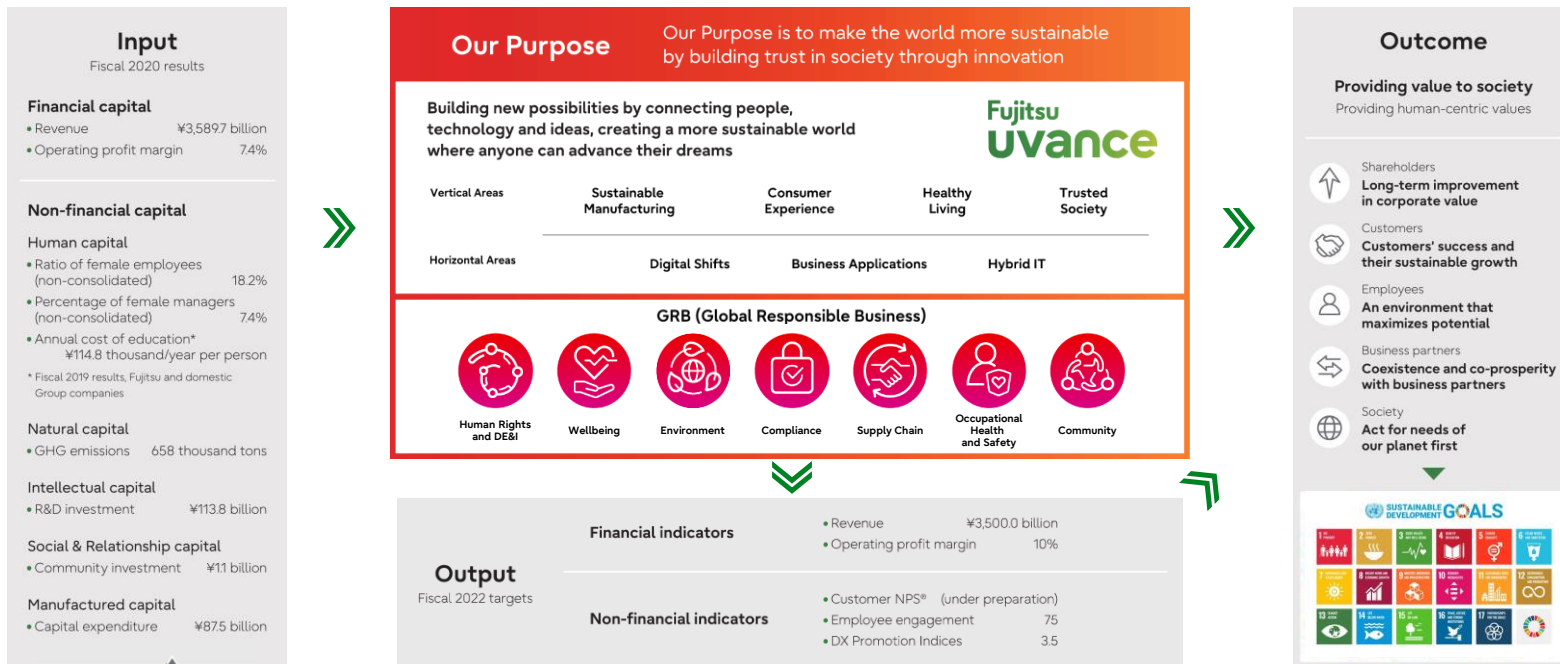
Value Creation Model

We in the Fujitsu Group are committed to providing value to society driven by Our Purpose, starting with social trends.



Social Trends

- 1 An era of uncertainty**
Threat of new coronavirus infection
- 2 Agreement of global goals**
SDGs / Paris Agreement (COP)
- 3 Expectations of companies**
Stakeholder capitalism
- 4 Expectations of Fujitsu**
Digital transformation



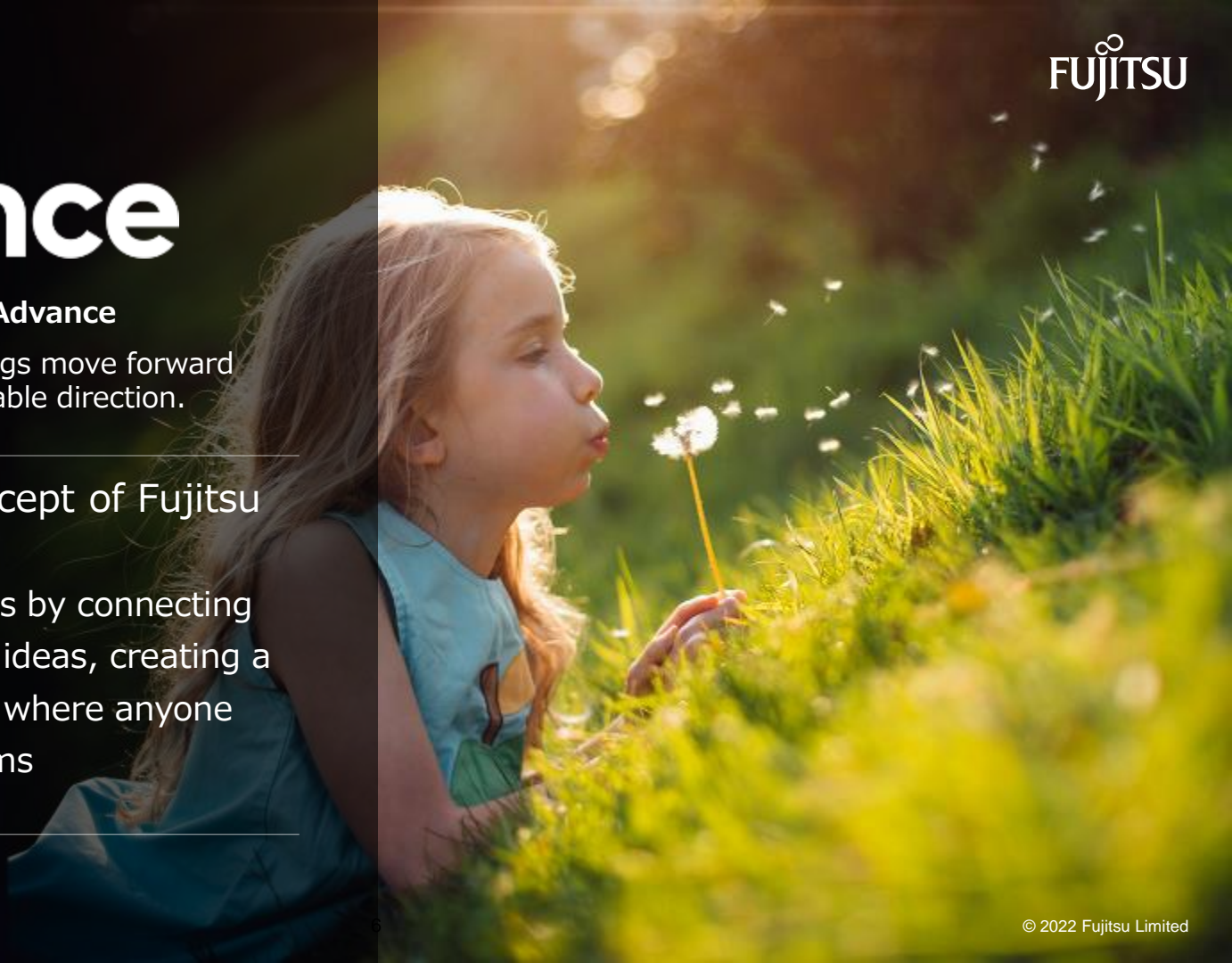
Fujitsu Uvance

Universal + Advance

making all (Universal) things move forward
(Advance) in a sustainable direction.

Embodied in the concept of Fujitsu
Uvance :

Building new possibilities by connecting
people, technology and ideas, creating a
more sustainable world where anyone
can advance their dreams



GRB (Global Responsible Business)



GRB “What Fujitsu Aspires to Be”

Create an environment where all employees can work with vitality and provide employees with opportunities to realize self-growth and to take maximum advantage of their talents

Help address environmental issues by implementing climate change countermeasures that contribute to the achievement of the Paris Agreement’s 1.5°C target and by providing innovative solutions

Ensure that employees of all organizations are rigorously informed about the Fujitsu Way Code of Conduct; cultivate awareness of higher levels of corporate ethics, including societal norms; and act with sincerity

Give consideration to human dignity and conduct human-centric value creation in corporate activities; and respect diversity and foster a corporate culture in which everyone can contribute while remaining true to themselves

Conduct activities with a heightened sense of empathy for societal issues and create favorable socioeconomic impacts; and connect created impacts to even greater value

Give first priority to ensuring safety as well as sound physical and mental health and provide safe, healthy workplace environments that reflect the circumstances in respective countries and regions

Realize procurement in the Group’s supply chains that is highly diversified and which takes responsibility for human rights, the environment, and health and safety



GRB Leaders



**Human Rights
and DE&I**
Tim White

Corporate Executive
Officer
EVP, Head of Global
Services Business
Group



Wellbeing **Occupational
Health
and Safety**

**Hiroki
Hiramatsu**

Corporate Executive
Officer
EVP, CHRO



Environment
**Megumi
Shimazu**

Corporate Executive
Officer
SEVP, Head of Global
Solutions Business



Compliance

**Kyoko
Mizuguchi**

Corporate Executive
Officer
EVP, General Counsel



Supply Chain
**Takashi
Yamanishi**

Corporate Executive
Officer
SVP, Head of Global
Supply Chain Unit



Community

**Yumiko
Kajiwara**

Corporate Executive
Officer
EVP, CSO



Case Activities: Human Rights, Diversity & Inclusion



Implementing e-Learning modules on the topic of “Business and Human Rights” for 130,000 Fujitsu Group employees worldwide

Messages from the CEO and special events to coincide with the international days currently observed by the United Nations

Holding seminars aimed at creating workplaces where it is easy for everyone to work

Case Activities: Supply Chain



Obtaining written consent to Fujitsu's procurement policies

Promoting diversity

Requiring partner companies to reduce their CO₂ emissions

Case Activities: Community



**Apps to support
pediatric cancer
patients**



**STEM education
for children**



#BeCompletelyYou
Global communication
activities for employees
to take ownership in
addressing social issues

Initiatives to Achieve Our Purpose



Creating value for customers:
Innovation



Transforming Fujitsu:
Employees and Corporate Culture



Fujitsu's Purpose

Global D&I Vision & Inclusion Wheel



Be Completely You

**Articulating one's individual purpose
through dialogue**

**Empathizing with
Fujitsu's purpose**

**Achieving one's
own purpose**

Sustainability Contribution Awards



Internal awards program open to all group companies worldwide

Fujitsu Way promotion leaders serve as judges

Best practices are widely shared internally

Fully-Participatory, Ecosystem-Driven DX Promotion

Company-Wide DX Project



“Management” and “front-lines” working together to achieve a transformation that maximizes the use of digital technology



Management leadership

Creating systems that will continuously carry out DX



Collecting front-line knowledge

Unified operation of “management/business” and “IT/digital”



Focus on transforming culture

By achieving our purpose as a technology company, we will create value as we look to 2030 and beyond



Thank you

